



Position Description

Position title:	Senior Legal Counsel	Date:	June 2025
Reports to:	General Counsel	Department:	Legal
Number of reports:	Direct: 0 Total (include indirect): 0	Location:	National Support Office
Delegated financial authority:	N/A	Budget ownership:	Yes/No
Level of influence:	Leading self		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
To help people live their best lives by reimagining healthcare.	To advance the provision of quality healthcare in Aotearoa New Zealand.

Our Values

Care First: Care is at our heart. It's the foundation of who we are and how we approach our mahi. Through genuine manaakitanga, we deliver a quality of care that makes healthcare more human.

Better Together: Our strength comes from connection and collaboration – we bring together our diverse skills, perspectives, and experiences in the spirit of partnership and kotahitanga. We all play our part creating better outcomes for everyone.

Pursue Excellence: Every day brings a new opportunity to improve, innovate, and excel. We don't settle for 'good enough'. We're here to do our best work, delivering our best care for the people and communities we serve.

Role Purpose

The purpose of this role is to assist the General Counsel and to provide senior legal support. The role is to lead the support for the property and development team and to be a key contributor to the success of the Legal function as a trusted adviser. To also provide timely, commercial, high quality legal advice and to act as trusted business partner, working with the business to deliver the Healthcare's strategic and commercial objectives and to manage risk within Board approved frameworks. Role modelling promoted behaviours and building team brand in the business.

The role will also contribute to the following:

- Supporting the Property and Development team with construction contracts (3910, CCCS, Medium Works, Minor Works), projects, leasing and other property matters
- Supporting procurement with supplier contracts
- Supporting M&A activities, particularly those with a property focus
- Supporting the broader legal needs of SCHL, including health and safety, funder contracts, privacy, employment issues, digital services, risk, clinical, marketing and governance
- Monitor the legal risk profile of the Southern Cross Healthcare
- Manage the outsourcing of legal advice, opinions and advice including RFPs for legal services
- Own, retain all SCHL legal advice and contracts to ensure appropriate control, management and knowledge

Key Relationships

Internal

- General Counsel
- Property and development
- Facility General Managers and property managers
- Corporate office (incl. Finance, Company Secretary, Procurement, HR, Marketing, Risk and Compliance, Communications and Brand)
- Other Southern Cross in-house Legal Counsel
- Hospitals and Healthcare
- Joint Ventures

External

- External Legal Advisers
- Regulatory bodies (e.g., Local Councils, Companies Registrar, Charities Registrar, ACC Privacy Commission, Commerce Commission)
- Auditors
- Legal professional bodies (e.g., NZLS/ADLS/ILANZ)

Key Accountabilities

Legal Expertise

- Provide effective, efficient, high quality legal advice and services to achieve commercial and strategic objectives, pragmatic and solution focused
- Working alongside the business to advise, deliver, implement, and embed amended practices or thinking, and support the business on regulatory matters.
- Ensure the commercial objectives of contract negotiations are achieved while mitigating legal risk
- Ensure Southern Cross Healthcare remains compliant with related laws

Trusted business partner

- Empowering the business via knowledge, support and information, including developing business tools and training where appropriate to enable the business to thrive.
- Contributing to the Legal team's being an indispensable business partner.
- Supporting the business to understand the legal and regulatory environment in which it operates and to make good decisions informed by relevant legal risks, choices, and impacts
- Working with the business to deliver the Healthcare's strategic and commercial outcomes, helping shape initiatives and find solutions that appropriately balance risk, commercial opportunities and member interests – respecting the past but challenging the norm and status quo where appropriate.

Team contribution

- Sharing knowledge and experience to support Legal team's understanding of the business and the law, with focus on keeping the business and team up to date with impending and actual legal change
- Collaborating to help support team members to fulfil their roles as needed
- Brings ideas and contributes to team
- Challenges the norm with a view to lifting effectiveness, efficiency and productivity of the team
- Is open to views and ideas and new ways of doing things
- Is a positive force for continuous improvement and great all-round culture

Personal development

- Maintains up-to-date knowledge of business and legal environment
- Meets continuous professional development requirements
- Proactively identifies and invests in own development opportunities

Support General Counsel (GC)

- Keeping the GC informed of key legal risks and issues as identified
- Keeping the GC abreast of upcoming legal change and potential implications to the business, identifying impacts and mitigants/approaches to change to enable the continued success of the business.
- Supporting the GC to represent the team and to advocate on issues as part of the Healthcare's Leadership Team

Health, Safety and Wellbeing

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk.
- Identify, report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

Commitment to the principles of Te Tiriti o Waitangi

- Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

Commitment to Diversity, Equity and Inclusion (DEI)

- Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seek opportunities to include diversity, equity and inclusion practices in everyday work.

Commitment to Environment, Social and Governance (ESG)

- Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments.
- Actively engage to improve your knowledge regarding sustainable practices whenever possible.

Role Requirements

Experience and skills required:

- Minimum of 10 years' experience in law firms and/or in-house
- Worked at senior level within a law firm or large-scale organisation
- Experience in property development, projects, corporate and/or commercial
- Excellent communication skills and the ability to explain and simplify complexity

Experience and skills desirable:

- Experience in a large commercial mutual/co-operative structure an advantage
- Expertise in providing commercially appropriate and effective in-house legal services
- Healthcare industry experience preferable (or equivalent)
- Knowledge of regulatory, privacy, consumer, intellectual property, competition, commercial, employment and contract law

Education and qualifications required:

- LLB Degree and admitted as a Barrister or Solicitor of the High Court of New Zealand
- Current practicing certificate

Leadership Attributes

Human Centred Leadership

- Empathy
- Adaptability
- Connection

Performance Coach

- Accountability
- Engagement
- Collaboration

Change Enabler

- Execution
- Energy
- Contribution